

Executive Committee of the AFSE
Meeting Minutes
November 1, 2019

Present: Jitendran Muthuswamy (Chair), Samantha Brunhaver, Chris Buneo, Rosa Krajmalnik-Brown, Marcus Herrmann, Tony Lamanna, Doug Montgomery, George Pan, Andreas Spanias, Dianne Hansford (Secretary), Annette Bower (Minute Taker)

Absent: Rod Roscoe, Sefaattin Tongay, Yalin Wang

1. **Minutes** of the October 4, 2019 meeting were approved.
2. **Election of a new chair.** Marcus Herrmann expressed interest in becoming the new chair of the EC in January 2020 for a two-year term. The vote was unanimously in favor.
3. **Fall Assembly Feedback.** An article was shared with the group: "*Changing the academic cultures: Valuing patents and commercialization toward tenure and career advancement*". It talks about valuing patents and commercialization toward tenure and career advancement. This aligns with what the dean said about FSE recognizing entrepreneurial faculty. What will a successful entrepreneurial faculty look like? How do you assess that kind of faculty? What data should we be collecting? Who should be assessing? What kind of letters need to be generated? If these facts were laid down, more faculty would go after these opportunities. We can present some ideas to Vice-Dean Ann McKenna at the December meeting.

The second point of discussion was regarding non-tenure track faculty and their representation within EC. The specific ask: Would we consider changing the name of non-tenure track faculty to professional track faculty? It was suggested that we should ask the affected faculty what they think before proceeding. There are currently no non-tenure track members of the EC. Is this group qualified to address it? Should it be this committee or a separate committee? Since the EC is the conduit between the AFSE and the dean and the AFSE members include all the affected titles it was determined that it is appropriate for this group to have the discussion. Could we recommend that a non-tenure track member from each school be added to the committee? Maybe there should be 3 additional seats be available on a rotating basis. If a school does not have any faculty willing to serve, then they would not have to provide one. A variety of options were therefore suggested: Leave it open. Change the bylaws. Propose it.

The professional faculty do not have the opportunities that T/TT faculty have to go to conferences, etc. How do we provide across the entire college for the professional development of those people who are not going to have the bandwidth to pay for these opportunities? This is part of a larger plan to make things better for the professional faculty. We don't know what the professional faculty want. They feel they have no voice on their needs/wants. Lecturers have nowhere to go to talk about these things.

The process for contract renewal has flaws. The lecturers sometimes don't know until 2 weeks prior to a semester whether they have a contract or not. The process is a Provost issue. If the performance evaluations would come in at the beginning and not the end of the academic year,

the contracts could be done earlier. Should there be a discussion with the directors? Should we promote lecturers to form their own committee to address their unique issues? It would be better to embed them so the existing committee can support the professional faculty. There might be a problem with whether professional faculty can participate in certain conversations, such as faculty awards. What would it mean to add more representation of professional faculty at the EC table?

Two issues:

- Assessment process of lecturers has to be moved. Directors should take care of this.
 - Inclusion within the committee – a larger discussion on teaching/research faculty should both be included – lecturers, PoP (Professors of Practice), clinical/research professors. It should be the titles that are in the FSE assembly as described in the bylaws. This would require changing bylaws to remove the Tenure/Tenure-Track designation. Jit will contact Marco regarding advancement of the deadline for evaluations for professional faculty contracts.
4. **Follow up on Dean's Dissertation proposals.** It was suggested that in addition to inviting the Dean's Dissertation winners to the AFSE meetings we should also invite our exemplar and outstanding assistant professors as well.

Next meeting:

December 6, 2019; 12 NOON; BY 420